

COUNCIL OF THE CITY OF ABERDEEN
Ordinance No. 10-O-15

Introduced By:	Mayor Michael E. Bennett
Date Introduced:	September 13, 2010
Date Adopted:	September 27, 2010
Date Effective:	October 17, 2010

ORDINANCE NO. 10-O-15

SPECIAL RETIREMENT PROGRAM

1 **AN ORDINANCE** to allow certain benefits to qualified City employees who elect to
2 separate from service with the City of Aberdeen by reason of retirement, to set criteria for the
3 granting of such benefits and to set a specific timeframe for the employees to volunteer for
4 retirement under said criteria.

5 **WHEREAS**, the City of Aberdeen provides certain benefits to City employees who
6 separate from City employment; and

7 **WHEREAS**, the City of Aberdeen has changed the manner in which certain benefits are
8 provided to employees at time of separation from City employment; and

9 **WHEREAS**, the Mayor and City Council wish to provide an inducement for qualified
10 City employees to retire if they so elect; and

11
12 **WHEREAS**, for the purposes of this Ordinance, the City defines a qualified employee as
13 one whose combined age and years of service equal or exceed eighty (80).

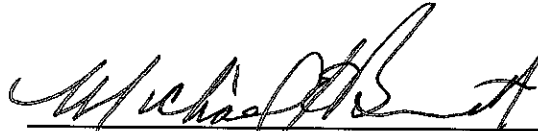
14 **NOW, THEREFORE LET IT BE ORDAINED** that the Mayor and City Council
15 establish a retirement window for qualified City employees whereby certain benefits will be
16 provided to said employees if they volunteer to retire during the specified time period.

17 **LET IT BE FURTHER ORDAINED** that for all City of Aberdeen employees who are
18 qualified to retire under the established City retirement guidelines that: 1) a timeframe will be
19 established of October 1, 2010 to December 15, 2010 that the employee must announce that he
20 or she intends to retire; 2) the said retirement shall commence no later than January 15, 2011;
21 3) once the employee elects to retire as provided in this Ordinance, the retiring employee shall be
22 eligible for up to four hundred (400) hours of unused sick leave at time of separation from City
23 employment and up to four hundred eighty (480) hours of unused vacation leave at time of
24 separation from City employment; and, 4) once the employee elects to retire as provided in this

25 Ordinance, the retiring employee and the retiring employee's spouse shall be eligible for Retiree
26 Health Benefits as established by the City of Aberdeen Personnel Policy Manual. The City shall
27 pay the cost of the retiring employee's spouse's health benefits in the same manner as it pays for
28 the retiring employee. If the retiree has dependent children at the time of retirement, the City
29 shall pay the cost of the retiring employee's dependent children, until age twenty-one (21) or
30 until age twenty-seven (27) if the dependent child is a full time college student, or when that
31 dependent child is covered under another health insurance plan, in the same manner that it pays
32 for the retiring employee.

33 **LET IT BE FURTHER ORDAINED** upon motion duly made and approved by the
34 Mayor and City Council, the above Ordinance is hereby adopted and shall be effective at the
35 expiration of twenty (20) calendar days after date of the adoption

COUNCIL OF THE CITY OF ABERDEEN



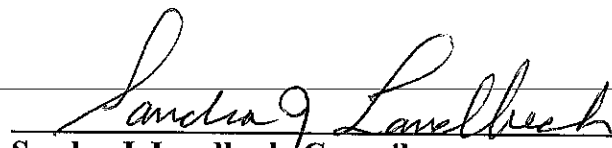
Michael E. Bennett, Mayor



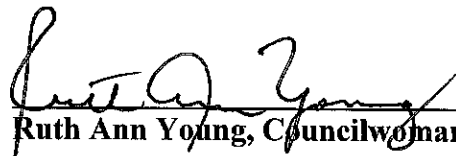
Ruth E. Elliott, Councilwoman



Bruce E. Garner, Councilman



Sandra J. Landbeck, Councilwoman



Ruth Ann Young, Councilwoman

ATTEST:

SEAL:



Monica A. Correll, City Clerk

Date September 27, 2010